

Carlisle City Council Equality Impact Assessment

Please use this form to record your findings, proposed actions, equality objectives and targets. Further guidance and support from the Policy and Performance Team are available. **Throughout, policy is used to mean policy, practice, service and / or function.**

Step 1 – About the policy you are assessing

Policy:	Service area:	Lead for impact assessment:	Other members of assessment team (if applicable):
Growing Carlisle, An Economic Strategy for the Carlisle City Region, January 2008	Carlisle Renaissance	Carolyn Curr	David Beaty

Step 2 – Defining the policy you are assessing and identifying the equality issues

Question
What are the main aims and objectives or purpose of the policy that you are assessing? Should be defined within the policy.
Answer
<p>Based on the theme of growing Carlisle and the opportunities arising from significant population growth over next 25 years. The vision for Carlisle is...Cumbria's dynamic and successful heritage University city, creating growth opportunities in a sustainable environment with skilled people and international connections in a stunning location. 3 themes:</p> <ul style="list-style-type: none"> • Place – to grow the population of Carlisle, revitalise the city centre and deprived urban and rural communities and to promote Carlisle as a place to live, visit, study and do business. • People – to reduce worklessness, improve the skills of the workforce and improve support for business innovation and growth • Connections – to improve access to markets, employment opportunities and services and facilities

Question
Who implements, carries out or delivers the policy? State where this is more than one person, team, department, or body and include any outside organisations who deliver under procurement arrangements.
Answer
<p>Carlisle Renaissance Board and delivery team Carlisle Local Strategic Partnership - Executive and Economic and Enterprise priority group Carlisle City Council including economic regeneration team, Learning City Manager, Communications team Cumbria County Council</p> <p>Other public sector bodies [e.g. University of Cumbria, Connexions or Carlisle College], as agreed in the Action Plan Private and public sector bodies under contract or acting as developer or investor within an agreed scheme</p>
Question
Who is affected by the policy or by how it is delivered? Name all stakeholders e.g. external / internal customers, groups and communities? Include the potential beneficiaries of the policy
Answer
<p>Everyone who works, lives, visits or studies in Carlisle All Cumbria residents and others who live outside Carlisle in the “city region” Carlisle City Council and all its partners, particularly Cumbria County Council, Job Centre Plus, Connexions, Carlisle Housing Association, parish councils, cultural sector, private sector including retail, transport, logistics, manufacturing, service industries, tourism, property Future potential investors Future potential residents, students The north west region and potentially, the UK are beneficiaries</p>
Question
What [measurable] outcomes do you want to achieve, why and for whom? E.g. what do you want to be providing, how well, what changes or improvements? What should the benefits be for customers, groups or communities?
Answer

A step change in Carlisle's economy (3.2.1)

Key challenges (3.3.4):

Make Carlisle a more attractive place to live, work, study, visit and invest

Raise education and skills

Raise economic status of people and communities at risk of economic exclusion

Eliminate negative perceptions associated with Carlisle's location

Make Carlisle's transport system work efficiently to support economic development

Promote change in economy to improve productivity, competitiveness, innovation and the creation of higher value jobs

Promote economic growth and environmental quality within the constraints imposed by climate change

These changes / improvements would benefit all our local communities and other stakeholders mentioned above. The gap should be narrowed between affluent / non-affluent areas, i.e. Carlisle South and some of our rural communities

Question

What existing or previous inspections of the policy, practice, service or function are there? E.g. Best Value Inspections, service reviews, research into the effects of the policy. What did they tell you?

Answer

An action plan under development will be informed by the impact assessment. Previous reference to the service or function include:

Best Value Review of Economic Regeneration

Direction of Travel (Audit Commission, February 2008): “The Cumbria economic assessment 2007 and Cumbria business survey 2007 showed that wage levels in Carlisle were well below the average for Cumbria and only 82 per cent of the North West average and 76 per cent of the England average. Gross weekly earnings are in the worst quartile (2006 data) and have been for the last four years. The percentage of people of working age who are unemployed has improved over the last year but is still higher than regional and national averages (2006 data). The shortfall in the local labour market to provide sufficient or appropriately skilled people to match the number of vacancies reported in the local economy is the second highest in Cumbria. In Carlisle 38 per cent of businesses who were trying to recruit reported difficulty in finding the right people.

A Spatial Strategy, which sets out the location and nature of the developments. These developments have required community leadership and significant strategic input from key Council functions such as planning and economic development, connecting the physical developments with the future potential for the city and communicating this to local residents. The most recent consultation phase addresses the intention to establish an ‘historic quarter’ for the city to protect and enhance historic areas around the castle and cathedral for cultural and tourism benefits.

The future economic capacity of the city is being supported through the development of key pathways to work for local people with NWDA. These include a job brokerage service to develop local people and provide them with access to developing job opportunities and a retail academy to service that specific growth sector. In partnership with two other district councils and relevant housing associations the Council has been considering the development of a common choice-based lettings service to improve the openness and fairness of allocation decisions. Agreement could not be established on a countywide scheme in support of the sub regional strategy and as funding was not secured councils are proceeding on an individual basis. There are plans to develop a more flexible homelessness strategy in 2008, co-ordinating the contribution of partner agencies.”

Step 3 – Identifying potential equality issues and factors

Question

What do you already know about the impact, or potential impact, of the policy on equality or needs of local communities / groups? E.g. from research, feedback, consultation, performance monitoring

<p>Answer</p> <p>The policy and subsequent action plan will promote equality of access to economic opportunities and other services that are essential for economic and social well-being including housing, education and training, leisure and cultural facilities, health services. The potential impact on different needs of local communities should be identified at the action planning stage and target setting. Representatives of known ethnic minority Groups with business interests were invited to stakeholder events and included in the consultation on the draft strategy. No specific representations were received.</p>
<p>Question</p> <p>Is there any evidence of differential impact, or trends of higher / lower take up under the policy for any particular groups? E.g. who uses the service, who doesn't and why not? Do we have quantitative / qualitative data?</p>
<p>Evidence</p> <p>Is a new policy so impact still to be measured; equality targets will be set at action planning stage. Data from the Cumbria Local Labour Market Equalities Survey 2006¹ is included at appendix 1 that shows equality "deficits" for women. Historic data about economic development service: business start up projects currently running are being monitored for take up by women and minority groups.</p>
<p>Gaps in knowledge</p> <p>Impact of policy on equality and diversity not yet known. Targets to be set.</p>
<p>Question</p> <p>Have there been any important demographic changes or trends locally? E.g. is the population changing, what might that mean for the policy? Have there been any legislative changes? Statistical data available on the intranet [seek assistance from policy & performance team if required].</p>
<p>Answer</p>

¹ Cumbria County Council, Local Labour Market Equalities Survey, 2006

Population changes

Census 2001:

Carlisle's population is 97.8% White British, 2.2% Ethnic Minorities

England's population is 87% White British, 13% Ethnic Minorities

This data is likely to be inaccurate now, particularly following the accession of the Eastern European countries in 2004.

Factors which may have altered the population are:

- Natural population growth and increasing diversity.
- An increase in migrant workers. There are some estimates of 1600 Polish workers in Carlisle and 500 Portuguese. The recent Voluntary Action Cumbria study of migrant workers in Cumbria estimates there are 380 Poles and 60 Slovaks in Carlisle.
- Growing student population with the development of the University of Cumbria.

The Council supports population growth in the City as part of the economic development strategy. These changes may affect the needs of our customers and impact on the services the Council provides.

Population is ageing in line with national trends.

Question

Is there an indication that the policy creates particular problems or difficulties for any groups of customers or communities i.e. differential impact and /or adverse impact?

Evidence

No evidence, will be measured as policy is implemented. No diversity info collected for Jobs Fair or for NWDA funded projects but is required for LSC funded schemes

Gaps in knowledge and who to consult with. Service level agreement may assist [more details from policy & performance team]

Impact on equality not known. Consultation with stakeholders including AWAZ and Cumbria Disability Network through service level agreement.

Question

Do any equality or diversity objectives already exist? If so, what are they and what is current performance?

Answer		
None in current policy. Will be set as part of action planning / implementation. There are a number of Best Value Performance Indicators that are relevant – see below. There are a number of targets in the Community Plan for Carlisle under economy and enterprise:		
<ul style="list-style-type: none"> • 0 wards in most deprived 10% by 2017 (currently 2 – long term measure • Increase GVA (Gross Value Added – a measure of economic prosperity) per head to 87% of all England by 2012 – long term measure 		
Reduce numbers on incapacity benefit annually by 20 (2007/08 to 2009/10) – short term measure		
Question		
Based on your answers above, how relevant is the policy to each equality category. If unsure, then assume relevance and proceed to data gathering / consultation. If certain there is no relevance, please say why and authorise. There is no need to continue		
Category	H M L relevance	Comments
Age	H	Assume relevance as no evidence to the contrary
Disability	H	Assume relevance as no evidence to the contrary
Ethnicity (race)	H	Assume relevance as no evidence to the contrary
Gender (sex)	H	Assume relevance as no evidence to the contrary
Religion or belief	Not known	Assume relevance as no evidence to the contrary
Sexual orientation	Not known	Assume relevance as no evidence to the contrary
None of above Signed: service head		

Step 4 – Collecting information and data and consulting on how the policy impacts on groups / communities

This is where we are building up a picture, considering peoples' experiences and feelings. Please think about:

- what information or data you will need
- consider quantitative and qualitative data
- make sure, where possible, there is information that allows all perspectives to be considered
- identify any gaps in the information / data and what it can tell you

When and how was it collected?	Source	What does it tell you - consider all six equality strands	Gaps in information – to inform future data gathering / consultation
Customer feedback / compliments / complaints			
Previous consultation / community involvement	Consultation Oct 4 th –Nov 13 th 2007	No specific responses relating to equality/diversity, other than in relation to ‘deprived’ wards and rural interests	Gaps include impact of ageing population on labour market and recruitment

When and how was it collected?	Source	What does it tell you - consider all six equality strands	Gaps in information – to inform future data gathering / consultation
Performance information including PIs	<p>BV 11b - % of top 5% of earners from ethnic communities</p> <p>BV 17a - Staff from ethnic minorities</p> <p>BV11c - % of top 5% of earners that are disabled</p> <p>BV16a – Staff with disabilities</p> <p>BV16b - % Economically Active People who have a disability</p>	<p>The Council has no ethnic minority employees in the top 5% of earners. Work could be undertaken to examine the reasons for this and if any action is required</p> <p>The Council is within the worst quartile nationally for the number of ethnic minority staff employed. This figure depends on staff declaring themselves as Black Minority Ethnic employees. It excludes temporary staff that have worked for the Council for less than a year and agency staff, so the figures could be higher.</p> <p>As these figures have to be made publicly available and are on the Council's website, the Council should consider reviewing what information is collected and how it is gathered to obtain a more accurate picture of the current workforce. The Council could also consider using positive action to target recruitment at specific groups within the community.</p> <p>Current performance 0.00%; Target of 2.63%</p> <p>Current performance 3.01%; Target of 3.35%</p> <p>Current performance – 14.59% from Census 2001. Don't know how this compares</p>	<p>A number of indicators in the new National Indicator set will measure economic well-being, some of which relate to equality:</p> <p>Satisfaction with local area – NI5</p> <p>Participation in volunteering – NI6</p> <p>Migrants English language skills and knowledge – NI13</p> <p>Children in poverty – NI116</p> <p>Congestion – NI167</p> <p>Vacant land – NI170</p> <p>VAT registrations – NI171</p> <p>VAT business growth – NI172</p> <p>People on incapacity benefit – NI173</p> <p>Skills gaps – NI174</p> <p>Access to services by public transport, walking and cycling – NI175</p> <p>Working age people with access to employment by public transport – NI176</p> <p>C02 reductions – NI185 & 186</p> <p>Tackling fuel poverty – NI187</p> <p>Achievement at school</p> <p>Housing indicators</p>

When and how was it collected?	Source	What does it tell you - consider all six equality strands	Gaps in information – to inform future data gathering / consultation
Take up and usage data			
Comparative information - local / other			
Census, national or regional statistics			
Audits / performance reviews	Community Overview and Scrutiny Committee – Scrutiny review of Migrant Workers	A Scrutiny Review of Migrant Workers is underway. This review is considering how the benefits of migrant workers can be maximised and what the Council can do to respond to the needs of migrant workers. The review is due to complete by April 2008 and will inform the Race Equality Scheme action plan. Where appropriate, findings may inform Economic Strategy action plan.	
User profile			
Monitoring / scrutiny arrangements / outcomes			

Step 5 –Analysing the information you have and setting equality objectives and targets

Please give your detailed findings in this table:

Policy:		
Findings – from screening / data / consultation	Which groups are affected and how	Whose needs are not being met and how?
<p>There is insufficient data and information to make a judgement on how the policy is impacting or likely to impact on equality and diversity although there are a number of performance indicators that measure the council's performance around employing minority groups. The number of ethnic minority applicants applying for Council jobs, and numbers employed with a disability, are decreasing. Targets could be set to improve performance in these areas. Extensive consultation was carried out in developing the strategy but whether this included minority groups, and the results of any such consultation, are not known.</p> <p>We do know that:</p> <ul style="list-style-type: none"> • Statistically, those with a disability are amongst the most economically deprived • Local labour market analysis shows women more likely to work part time and therefore be paid less, and less likely to be self employed 	<p>All groups are potentially affected by the policy, e.g. access to employment, training, education in order to improve economic and social well-being.</p>	

Objectives

Please give your proposed objectives/ targets in this table:

Equality objective / target – What?	Who, when, how? To be integrated within service planning
To determine consultation carried out with minority groups in developing the strategy and how it was used to inform it	David Beaty, March 08

Equality objective / target – What?	Who, when, how?
To ensure equality objectives are included in the action planning / implementation of the strategy, based on the findings of the impact assessment and consultation, if applicable. To consider measures from National Indicator set, outlined above	David Beaty / Carolyn Curr Draft to be submitted to Steering Group for mid April. Final document to be endorsed by public sector founding partners on Regeneration Board during Summer 08

Equality objective / target – What?	Who, when, how?
Review staff recruitment and retention policies to identify whether the Council should consider positive action to target recruitment at ethnic minority groups. Also identified in the Race Equality Scheme (March 08)	Policies impact assessed, March 08

The following was taken from the Labour Market Survey and relates to Cumbria:

Definition

Equality Deficit

An equality deficit is the gap between a group who has a history of discrimination and a group that has not experienced discrimination. The deficit is a measure of inequality.

E.g. If 85% of white British people live to 75 and 60% of Bangladeshi women live to 75, there is an equality deficit of 25%. The equality case is that both groups should have the same chance of living to 75.

The employment rate of men and women is close to equal, with an equality deficit of 6.6%. Cumbria compares favourably against the North West Region and England:

- Government Office North West: 7.6% equality deficit
- England: 9.4% equality deficit

Cumbria has a greater than average self-employment rate for both men and women.

	Males	Females
Cumbria	19%	7.6%
England	17%	7.3%
North West Region	14%	5.9%

Despite this, the equality deficit for women is 11.4%, greater than the North West Region and England:

- Government Office North West: 8.1%
- England: 9.7%

The Cumbria equality deficit for women in full-time work is 39.6%. This compares unfavourably against the national and regional figures:

- Government Office North West: 30.8%
- England: 31.9%

The equality deficit for men in part-time work is 39.8% in Cumbria. This compares unfavourably against the national and regional figures.

- Government Office North West: 30.8%
- England: 32%.

² Cumbria County Councils Local Labour Market Equalities Survey 2006